

59 a notification system operable to notify, in real time, at least one employee having a record in the database with qualifications that meet the qualifications of an updated position in response to receiving a change message.

59. The system of claim 51 wherein access to the update server by computers on the network is password protected.

### REMARKS

Claims 17-59 are now pending. Claims 1-16 have been cancelled without prejudice. Claims 17-59 have been added as new. The Office Action mailed on December 9, 2002 ("Office Action") objected to the abstract under MPEP §608.01(b) as exceeding a length of 150 words. As requested, the abstract has been amended. The amended abstract has also been included with this response on a separate page numbered 26 which corresponds with page 26 of the original application. With regard to the claims, the Office Action rejected claims 1, 5-9, and 10-16 under 35 U.S.C. §102(e) as being anticipated by U.S. Patent 6,334,133 to Thompson et al. ("Thompson"). Further, the Office Action rejected claims 2-3 under 35 U.S.C. §103(a) as being unpatentable over Thompson in view of U.S. Patent 6,381,640 to Beck et al. ("Beck"). Still further, the Office Action rejected claim 4 under 35 U.S.C. §103(a) as being unpatentable over Thompson in view of U.S. Patent 6,064,977 to Haverstock et al. ("Haverstock"). Finally, the Office Action rejected claim 10 under 35 U.S.C. §103(a) as being unpatentable over Thompson. The Applicants may or may not agree with the rejection of claims 1-16, however, because claims 1-16 have been cancelled, the rejections will not be discussed.

### CONCLUSION

In light of the foregoing, new claims 17-59 are presented for prosecution and are in condition for allowance, and that action is respectfully requested.

In the event an additional fee is due for this Response, you are hereby authorized to charge such payment to Deposit Account No. 07-1897.

Respectfully submitted,

GRAYBEAL JACKSON HALEY LLP



Kevin D. Jablonski

Registration No.: 50,401

155 108th Ave. NE, Suite 350

Bellevue, WA 98004-5973

Telephone: (425) 455-5575

Facsimile: (425) 455-1046